

[REDACTED]

01 July 2014

Dear [REDACTED]

Freedom of Information Act 2000 – Information request (ref: FOI_14-126)

We have now considered your request of 18 June 2014 for information relating to redundancies at the University. Our response to your request is on page 3 of this letter and we hope this will meet your requirements.

However, it is not possible to provide all the requested information. Firstly, in line with your rights under section 1(1)(a) of the Freedom of Information Act 2000 (FOIA) to be informed whether information is held, we confirm that the University does not hold information on the number of redundancies being considered for the future. Accordingly we cannot provide any information on the areas for any future redundancies.

Secondly, the Act contains a number of exemptions that allow public authorities to withhold certain information from release. We have applied the following exemption to your request for information on the five administrative roles.

Exemption:	Reason:
s.40(2), Personal information	Disclosure of information would contravene one of the data protection principles

We believe that in this case the titles of the redundant staff roles qualify as personal data, as defined by the Data Protection Act 1998 (DPA).

When a request is made under FOIA for information that includes personal data we are required to consider whether disclosing those data would breach the data protection principles contained within the DPA. The University must also take into account that any information released under the Act will be placed in the public domain, through our own disclosure log or by other means.

We believe that disclosure of the requested information would breach the first data protection principle under the DPA; namely that information must be fairly and lawfully processed, and that the processing also meets one of the conditions set out in Schedule 2 of that Act.

We note that none of the requested information is currently publicly available. The individuals concerned with these redundancies would not have had a reasonable expectation that information identifying them would be made public. We do not think

there is a legitimate interest in disclosing this information to the public. We have therefore concluded that disclosure of this information would not be fair.

Please note that any material over which UEA has copyright is released on the understanding that you will comply with all relevant copyright rules regarding reproduction and/or transmission of the information provided.

You have the right of appeal against this decision. If you wish to appeal, please set out in writing your reasons for appealing and send to the above address.

You must appeal our decision within 60 calendar days of the date of this letter. Any appeal received after that date will not be considered nor acknowledged. This policy has been reviewed and approved by the Information Commissioner's Office.

You also have a subsequent right of appeal to the Information Commissioner at:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Telephone: 0303 123 1113
Website: <http://www.ico.org.uk/>

Please quote our reference given at the head of this letter in all correspondence.

Yours sincerely

Ellen Paterson
Information Policy and Compliance Manager
University of East Anglia

Response to Freedom of Information Act 2000 request (FOI_14-126)

Could you give me some more information about the 24 people on fixed-term contracts – was it always planned that they would be made redundant when they were, or was any funding withdrawn early?

Yes, it was planned as per the end date of their fixed-term contracts.

For the five administrative roles, what roles did these people have

[Information exempted pursuant to s.40(2), Freedom of Information Act]

Further details on the administrative roles are exempted from release for the reasons noted above.

...and how much money did this save the UEA,

No money was saved.

...and do you have any information about the internal reorganisation?

The internal reorganisation involved three departments and most of the roles were replaced by other roles, therefore no savings were made. To disclose more specific information about this internal reorganisation would risk revealing the identities of the individuals involved, however we can confirm small internal re-organisations can occur frequently in various departments of the University, but do not necessarily generate redundancies.

Is that reorganisation now complete,

Yes.

...and are any more redundancies being considered in the future – if so, how many, and in which areas?

[Information not held - s.1(1)(a), Freedom of Information Act]

It is not possible to predict how many staff could be made redundant in the future, if any.